



K A N S A S

OFFICE OF THE GOVERNOR

KATHLEEN SEBELIUS, GOVERNOR

EXECUTIVE ORDER NO. 03-13 **CONCERNING SEXUAL HARASSMENT**

WHEREAS, the state of Kansas is dedicated to the belief in the freedom and equality of all its citizens; and

WHEREAS, discrimination and harassment on account of race, color, sex, religion, national origin, ancestry, age, disability status or political affiliation is prohibited; and

WHEREAS, it is the duty of state government to take a leadership role in the establishment of policies of nondiscrimination and equal employment opportunity; and

WHEREAS, it is the commitment of state government to eliminate sexual harassment in the workplace, pursuant to the Equal Employment Opportunity Commission Amendment to the Guidelines on Discrimination Because of Sex (Section 1604.11 of Title VII of the Civil Rights Act of 1964).

NOW, THEREFORE, pursuant to the authority vested in me as Governor and chief executive of the State of Kansas, I hereby order and direct the head of each executive branch state agency under the jurisdiction of the Governor to take the following actions, under the supervision of the Secretary of Administration:

- (1) Adopt a strong policy statement prohibiting sexual harassment and disseminate such policy statement throughout the state agency;
- (2) Provide training that sensitizes managers, supervisors, and employees on the subject of sexual harassment;
- (3) Develop and provide employees with proper procedures for expressing complaints or concerns on sexual harassment, including information on the procedures for filing complaints with enforcement agencies when requested;
- (4) Develop and implement an internal mechanism to assure prompt, confidential, and appropriate handling of sexual harassment complaints within the state agency, which includes the enforcement of appropriate disciplinary action;

(5) Submit the policy statement and internal complaint and investigation mechanism procedures to the secretary of administration on or before January 1, 2004. The Secretary of Administration shall review such policies to confirm that they meet the requirements of this Executive Order.

This document shall be filed with the Secretary of State as Executive Order No. 03-13 and shall become effective immediately.

THE GOVERNOR'S OFFICE

BY THE GOVERNOR

DATED

William Schuler

7/1/03

Ron Thornburgh
Secretary of State

by John P. Poyner
Assistant Secretary of State

FILED

JUL 09 2003

RON THORNBURGH
SECRETARY OF STATE